



Arkansas Department of Military

Cabinet Secretary - Brigadier General Olen Chad Bridges,
The Adjutant General

Policy Title: Public Safety Physical Agility Test (PAT), Physical Health Assessment (PHA), and Annual Physical Agility Certification

Policy Number: 23

Authority:

- Cooperative Agreement (CA) 1, Army National Guard Facilities Programs, Section 101 b. 1.
- CA 3, Army National Guard Security Guard Activities, Section 308 (5).
- CA 23, Air National Guard Security
- CA 24, Air National Guard Fire Protection Activities
- Army Regulation (AR) 190-56, The Army Civilian Police and Security Guard Program, Section 2-2, Physical Ability Test.
- Arkansas Fire Training Academy Firefighter Standards, Student Handbook, dated August 2022
- Army Regulation 420-1, Chapter 25 Fire and Emergency Services
- NFPA 1500, Chapter 11 Medical and Physical Requirements, Section 11.2
- DOD Instruction 6055.06 Fire and Emergency Services Program 6.7 Health and Wellness

Effective Date: February 14, 2024

I. PURPOSE:

The following shall establish the Department of the Military (DOTM) physical agility test certification ("PAT") or physical health assessment ("PHA") requirements that measure an individual's ability to accomplish the essential functions for law enforcement, security guard, and firefighter positions. The standards outlined below are based on Arkansas requirements for similar positions and applicable Army Regulations or Air Force Instructions.

II. CAMP JOSEPH T. ROBINSON AND CHAFFEE JOINT MANEUVER TRAINING CENTER

A. Law Enforcement:

Camp Robinson and Fort Chaffee Law Enforcement currently require no annual physical ability test. A physical ability test is conducted before graduation from the Police Academy. A physical health assessment is done before hiring, but no physical ability test annually.

Law enforcement state employees are funded outside of a cooperative agreement and follow Ark. Code Ann. §12-9-106 and must be certified as Law Enforcement Officers by the Commission on Law Enforcement Standards and Training or an approved law enforcement training academy.

B. Security Guards:

AR 190-56 outlines suggested PAT for security guards to occur within 30 days of the medical physical exam. Job descriptions and performance plans should contain any PAT or PHA requirements. Practiced standards should be based on current law enforcement community-accepted physical fitness tests, if any.

State employee security guards hired under CA 3 will perform an initial hire and annual physical agility test certification that measures the individual's ability to accomplish essential functions of the position. The PAT will include performance-based standards that measure the individual's preparedness to perform physically demanding tasks. Standards will consist of anaerobic/aerobic endurance, agility, and strength. These standards will be based on state requirements for similar positions and AR 190-56, Section 2-2(c) "Physical Ability Test." After the initial hire, the PAT will be conducted annually, with at least four (4) months separating each PAT. Job descriptions and performance plans will contain the PAT requirement.

Camp Robinson and Fort Chaffee Security require an initial and annual PAT. The test currently includes: 1) Lift 50 pounds waist high and hold 5 seconds. 2) Drag a 150-pound dummy 10 meters (20-second time limit) 3) 100-meter run with a 50-second time limit.

C. Firefighters:

Camp Robinson-Chaffee Joint Maneuver Training Center employee firefighters following Army Regulation 420-1 and following NFPA 1500 11.2 and the Arkansas Fire Training Academy Firefighter Standards Student Handbook Section III (h)(i) will perform a separate entry-level and annual PAT, considering the employee's age and required position duties.

Camp Robinson and Fort Chaffee Firefighters must pass the fire academy graduation physical exam, and a pre-employment PAT. Firefighters retake the academy graduation physical ability test annually.

III. EBBING AIR NATIONAL GUARD BASE/JACKSONVILLE AIRFORCE BASE

A. Security Guards:

State employee security guards hired under CA 23 Section 2304(b)(2) and Section 2308 (a)(1)(3) should perform an initial hire and annual PAT certification or PHA requirements that measure the individual's ability to accomplish the essential functions of the position for which hired. The requirements will include minimum performance-based standards that are based on occupational tasks. These standards should be based on current law enforcement community-accepted physical fitness tests. Tests will be conducted on a regular, recurring basis (at least annually).

Ebbing Security completes an initial and annual PHA. Currently, Guards are not required to complete a PAT.

B. Firefighters:

State employee firefighters hired under CA 24 Sections 2405(d) and 2408(a)(3)(3) and Arkansas Fire Training Academy Firefighter Standards Student Handbook Section III (h)(i) should perform a separate entry-level and annual PAT with consideration of the employee's age and required position duties.

Ebbing Firefighters are required to complete separate entry-level and annual PAT maintenance programs, which were developed based on employee age and required position duties.

IV. REMEDY FOR FAILED TEST

A. If the employee fails an initial PAT or PHA, the employee will have 90 days to prepare to retake the PAT or PHA (reference Personnel Qualification and Selection Policy). If the employee fails the PAT or PHA a second time, they will be recommended for removal due to their inability to perform their required job duties.

B. Any employee with a temporary medical profile or restriction must provide a path to remedy from the contracted physician (provided by OSR) or PCP within 30 days. The supervising authority or a review panel convened at the supervisor's discretion will handle any employee with a permanent medical profile or restriction case-by-case. Once a contracted physician or PCP releases the employee from the illness or injury, the employee will be allowed 90 days to prepare and take the PAT or PHA. The employee may take the PAT or PHA early; however, they will not be required to pass the PAT or PHA until they reach the end of their 90-day window. Early completion of a passing PAT or PHA will be acceptable. The employee and supervising authority will review and continually monitor the employee's ability to perform their daily duties and responsibilities.